

# Directive on respect for human rights and good working conditions

1.

## Introduction

Buzil offers unique quality (not only liquid) chemical (cleaning) products and services and is known for its sustainable solution offering.

Hygiene, value retention and well-being are what motivate us to continually produce new innovations. Health, nature, social justice and economic efficiency are the drivers for our actions and for adapting products and processes and serving customer needs with our future-oriented offering.

Our vision: “Really clean for a future worth living” motivates us to shape our entrepreneurial activities in such a way that future generations can live just as well as we do and we provide our customers with a sustainable offering.

With the Human Rights Policy and its compliance, we pursue the goal of conducting business responsibly in an ethical, social and economic manner.

2.

## Human Rights Foundations and Consequences for Buzil

We base our policy on the:

Particular attention is paid to the eight core labour standards of the International Labour Organisation (ILO),

the UN Guiding Principles on Business and Human Rights,

the International Bill of Human Rights,

the principles of the UN Global Compact and the

OECD Guidelines for Multinational Enterprises.

Human rights impose various obligations on individual states and the private sector, which are described in the three pillars of the framework: “protect, respect and remedy”.

For Buzil, this means respecting labor and human rights and taking action to remedy any violations we may have. We also ensure that our own actions and the business relationships associated with our products and services do not result in human rights violations.

## 3. **Guiding principles for implementation at Buzil**

We respect all internationally recognized human rights, both in our own business activities and in all relevant business relationships, e.g. with suppliers. Implementing minimum human rights standards is about respecting the rights of our employees, employees in our supply chain and customers. The following principles help us specifically with implementation and monitoring:

- code of conduct
- procurement guidelines (supplier code, supplier audit and risk analysis)
- compliance policy, including whistleblower process
- privacy policy
- development policy
- occupational health and safety directive
- environmental directive

### **3.1. Right to work and rights at work**

Buzil gives everyone the opportunity to apply for a job with equal opportunities in a discrimination-free environment. Fair treatment of all those involved is an essential prerequisite for working together. Our occupational health and safety is certified according to ISO 45001 to ensure that our employees receive the highest possible level of protection while carrying out their tasks.

The country-specific working hours law is our minimum standard. Buzil employees are allowed to be members of a union and elect a works council. We pay equal pay for equal work and all Buzil employees receive a wage that is significantly higher than the country-specific minimum wage. In addition to the statutory minimum holiday, additional holiday is granted and there is a health management system.

### **3.2. Children's rights at work**

Trainees at Buzil may still be minors. They therefore require special protection. Buzil adheres to the age limits in the ILO core labor standards. In Germany, the Youth Protection Act also applies. Trainees are given sufficient time to learn and support from Buzil employees.

Compliance with children's rights in our supply chain is mandatory for us and regulated in our procurement guidelines.

### **3.3. Right to an adequate standard of living (housing, food, water)**

Buzil produces exclusively in Germany and employees therefore have not only the working standards at Buzil but also social security for the right to housing, adequate food, water and sanitation. The same standards apply when selecting suppliers in procurement.

With our development guidelines, we are committed to protecting the environment, food and especially water from contamination. We do not pollute water for the population, do not extract excessive quantities and thus do not impair the population's water supply.

We strive to pay our employees a living wage that meets the needs of a good life as defined in the local environment (e.g. food, water, housing, healthcare, education, clothing, transportation, childcare, discretionary income) as a minimum standard. We ensure this by, among other things, basing our wages on the wage levels set by the IG BCE union.

### **3.4. Rights of indigenous peoples to self-determination**

We avoid negative impacts on the traditional habitats and associated livelihoods of indigenous peoples by carefully selecting raw materials and controlling their origin (procurement policy).

### **3.5. Right to the highest attainable standard of health**

We ensure that our employees' working conditions do not pose any health risks. Our actions do not cause any environmental pollution that could pose a health risk to employees, customers or the wider population. Our product design is aimed at avoiding health risks. We respect national laws and, where these are not sufficient, we follow international standards. We ensure that particularly vulnerable groups - such as children and indigenous peoples - are also adequately taken into account. We require our suppliers to comply with the rights and check this, for example, through unannounced inspections.

### **3.6. Right to life and physical integrity**

We design our safety standards in production to respect the human right to life and minimize health risks. We also require our suppliers to do the same and, if necessary, exclude them as suppliers. Our products are developed according to our strict development guidelines and are intended to exclude any risk to our users as far as possible.

### **3.7. Right to freedom of conscience and religion**

We strive to achieve a balance between security, religious freedom, the rights of other employees and the company's interests. We strengthen understanding and respect for one another through an open corporate culture.

### **3.8. Right to freedom of expression**

We practice direct and open communication with each other and with our stakeholders. Everyone is allowed to contribute their ideas and opinions. For example, we have ideas management, a works council, a whistleblower procedure and employee information events.

### **3.9. Right to freedom of association**

We respect the right to form societies, communities and unions. This also includes associations with political parties, religious groups, sports clubs or other types of associations as well as NGOs.

### **3.10. Right to privacy**

We ensure that the data we collect cannot be used by unauthorized persons to unjustifiably interfere with the privacy of customers, employees and suppliers and apply the EU GDPR.

### **3.11. Right to protection of the family**

We take care of working conditions that allow a good work-life balance in order to meet the demands of family life, e.g. through flexitime, parental leave and communication etiquette.

4.

## **Conflict between Legal and International Standards**

If national law and the requirements of these international human rights standards differ, we will pursue the higher standard. If they conflict, we will respect internationally recognized human rights to the fullest extent possible.

5.

## **Scope and Obligation**

This guideline applies to all employees of BUZIL-WERK Wagner GmbH & Co. KG and its subsidiaries or branches.

### **5.1 Key figures and goals**

We evaluate our progress in the KPIs in the individual guidelines mentioned.

The goals are formulated annually, in the fourth quarter for the following year, in the area goals for procurement. The status is presented as part of the BUZIL reporting.